



ERNIE FLETCHER
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2006-402
April 11, 2006

AFFIRMATIVE ACTION IN STATE GOVERNMENT

WHEREAS, the integrity and well-being of the state are based upon the participation and productivity of all its citizens in the economic mainstream, and the Commonwealth of Kentucky as one of the Commonwealth's largest employers should offer leadership in the area of equal opportunity and affirmative action in order to affect both the impact and visibility of affirmative action programs across the state; and

WHEREAS, the state's leadership in affirmative action programs can provide a model for private business and local government employers to improve employment practices and eradicate artificial barriers to employment; and

WHEREAS, after many years of effort in addressing affirmative action within the Commonwealth, we have not yet completely achieved the goals of affirmative action as envisioned by the provisions of KRS 18A.138; and

WHEREAS, corrective action is necessary as a method of achieving an employment profile in state government that is representative of our (available) work force; and

WHEREAS, the effort of all of our citizens and employers will be needed to achieve the goals we have set for ourselves in public policy, laws, and regulations for affirmative action:

NOW, THEREFORE, I, Ernie Fletcher, Governor of the Commonwealth of Kentucky, by virtue of the power vested in me by the Constitution and the Laws of the Commonwealth, do hereby order and direct the following:

- I. Affirm my commitment to vigorously support the affirmative action plan in all areas of state government and to ensure freedom from discrimination based on race, color, national origin, sex, age, religion, veteran status and disability in accordance with state and federal laws.
- II. Direct that all barriers to employment of women, ethnic minority groups, and other members of protected classes be eliminated.
- III. Direct that all state departments and agencies continue to improve the employment opportunities for these under-represented groups.
- IV. In an effort to employ designated under-represented groups in all job categories according to objectives and standards approved by the Personnel Cabinet in cooperation with the Office of Minority Empowerment, direct that all state departments and agencies use corrective employment measures outlined in the state Affirmative Action Plan as amended.



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- V. Direct that availability goals shall be established as an estimate of the number of qualified minorities or women available for employment in a given job group, expressed as a percentage of all qualified persons available for employment in the job group. The purpose of the availability determination is to establish a benchmark against which the demographic composition of the state's workforce can be compared in order to determine whether barriers to equal employment opportunity may exist within particular job groups.
- VI. Encourage private industry and business to join with state government in our continuing efforts to eradicate all forms of employment discrimination and to institute result-oriented Affirmative Action Procedures and Plans.
- VII. This Executive Order supersedes all previously issued Orders relating to affirmative action in state government.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the Commonwealth of Kentucky to be affixed at Frankfort this 11th day of April, 2006.



ERNIE FLETCHER
Governor



TREY GRAYSON
Secretary of State

RECEIVED AND FILED

DATE

4/11/06

TREY GRAYSON

SECRETARY OF STATE

COMMONWEALTH OF KENTUCKY

BY

R. A. Miller